

2014 Armed Forces Retirement Home FEVS to Federal Government Survey Comparison

The table below shows all the Office of Personnel Management (OPM) Federal Employee Viewpoint Survey (FEVS) questions with a comparison of AFRH's answers to Federal averages. Of the 75 questions, 43 of AFRH's answers were below the Federal average. That is about 57% of the questions (or more than half) were marked in red.

	Question	N	AFRH	FED	Difference
1	I am given a real opportunity to improve my skills in my organization.	130	48%	59%	-11%
2	I have enough information to do my job well.	133	61%	69%	-8%
3	I feel encouraged to come up with new and better ways of doing things.	133	53%	55%	-2%
4	My work gives me a feeling of personal accomplishment.	133	80%	70%	10%
5	I like the kind of work I do.	131	91%	82%	9%
6	I know what is expected of me on the job.	130	75%	79%	-4%
7	When needed I am willing to put in the extra effort to get a job done.	134	97%	96%	1%
8	I am constantly looking for ways to do my job better.	134	91%	90%	1%
9	I have sufficient resources (for example, people, materials, budget) to get my job done.	129	42%	45%	-3%
10	My workload is reasonable.	133	50%	56%	-6%
11	My talents are used well in the workplace.	128	59%	57%	2%
12	I know how my work relates to the agency's goals and priorities.	133	88%	82%	6%
13	The work I do is important.	134	98%	90%	8%
14	Physical conditions (for example, noise level, temperature, lighting. Cleanliness in the workplace) allow employees to perform their jobs well.	132	85%	66%	19%
15	My performance appraisal is a fair reflection of my performance.	122	58%	68%	-10%
16	I am held accountable for achieving results.	133	86%	81%	5%
17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	132	54%	60%	-6%
18	My training needs are assessed.	134	61%	50%	11%
19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	123	67%	67%	0%
20	The people I work with cooperate to get the job done.	135	76%	72%	4%
21	My work unit is able to recruit people with the right skills.	128	48%	41%	7%
22	Promotions in my work unit are based on merit.	121	35%	32%	3%
23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	124	39%	28%	11%
24	In my work unit, differences in performance are recognized in a meaningful way.	128	42%	32%	10%
25	Awards in my work unit depend on how well employees perform their jobs.	120	45%	38%	7%
26	Employees in my work unit share job knowledge with each other.	131	78%	72%	6%
27	The skill level in my work unit has improved in the past year.	121	59%	51%	8%

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28	How would you rate the overall quality of work done by your work unit?	132	85%	82%	3%
29	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	122	66%	69%	-3%
30	Employees have a feeling of personal empowerment with respect to work processes.	127	45%	42%	3%
31	Employees are recognized for providing high quality products and services.	124	42%	45%	-3%
32	Creativity and innovation are rewarded.	123	32%	35%	-3%
33	Pay raises depend on how well employees perform their jobs.	110	28%	20%	8%
34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	116	47%	55%	-8%
35	Employees are protected from health and safety hazards on the job.	133	83%	76%	7%
36	My organization has prepared employees for potential safety and security threats.	133	83%	76%	7%
37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	126	41%	50%	-9%
38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	122	57%	65%	-8%
39	My agency is successful at accomplishing its mission.	130	66%	73%	-7%
40	I recommend my organization as a good place to work.	133	54%	62%	-8%
41	I believe the results of this survey will be used to make my agency a better place to work.	120	54%	38%	16%
42	My supervisor supports my need to balance work and other life issues.	134	64%	77%	-13%
43	My supervisor provides me with opportunities to demonstrate my leadership skills.	130	66%	64%	2%
44	Discussions with my supervisor about my performance are worthwhile.	130	58%	62%	-4%
45	My supervisor is committed to a workforce representative of all segments of society.	128	63%	66%	-3%
46	My supervisor provides me with constructive suggestions to improve my job performance.	131	59%	61%	-2%
47	Supervisors in my work unit support employee development.	127	58%	63%	-5%
48	My supervisor listens to what I have to say.	134	66%	75%	-9%
49	My supervisor treats me with respect.	134	69%	80%	-11%
50	In the last six months, my supervisor has talked with me about my performance.	132	67%	77%	-10%
51	I have trust and confidence in my supervisor.	133	57%	65%	-8%
52	Overall, how good a job do you feel is being done by your immediate supervisor.	131	63%	69%	-6%
53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	126	43%	38%	5%

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54	My organization's senior leaders maintain high standards of honesty and integrity.	130	39%	50%	-11%
55	Supervisors work well with employees of different backgrounds.	121	53%	63%	-10%
56	Managers communicate the goals and priorities of the organization.	129	57%	58%	-1%
57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	123	54%	58%	-4%
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	129	50%	50%	0%
59	Managers support collaboration across work units to accomplish work objectives.	125	50%	53%	-3%
60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor.	134	47%	56%	-9%
61	I have a high level of respect for my organization's senior leaders.	131	53%	50%	3%
62	Senior leaders demonstrate support for Work/Life programs.	113	41%	52%	-11%
63	How satisfied are you with your involvement in decisions that affect your work?	133	45%	48%	-3%
64	How satisfied are you with the information you receive from management on what's going on in your organization?	134	50%	46%	4%
65	How satisfied are you with the recognition you receive for doing a good job?	131	44%	45%	-1%
66	How satisfied are you with the policies and practices of your senior leaders?	135	42%	40%	2%
67	How satisfied are you with your opportunity to get a better job in your organization?	131	31%	33%	-2%
68	How satisfied are you with the training you receive for your present job?	135	56%	50%	6%
69	Considering everything, how satisfied are you with your job?	131	69%	64%	5%
70	Considering everything, how satisfied are you with your pay?	133	52%	56%	-4%
71	Considering everything, how satisfied are you with your organization?	132	49%	55%	-6%
72	How satisfied are you with the following Work/Life program in your agency: Telework	33	39%	77%	-38%
73	How satisfied are you with the following Work/Life program in your agency: Alternative Work Schedules (AWS)	56	45%	89%	-44%
74	How satisfied are you with the following Work/Life program in your agency: Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	50	46%	79%	-33%
75	How satisfied are you with the following Work/Life program in your agency: Employee Assistance Program (EAP)	37	38%	74%	-36%